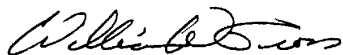


REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2367
Revision No.: 19
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga,
Schenectady, Schoharie, Warren, Washington

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.19
Accounting Clerk II	12.07
Accounting Clerk III	13.73
Accounting Clerk IV	15.99
Court Reporter	15.79
Dispatcher, Motor Vehicle	14.35
Document Preparation Clerk	10.92
Duplicating Machine Operator	10.92
Film/Tape Librarian	12.56
General Clerk I	9.67
General Clerk II	10.90
General Clerk III	13.11
General Clerk IV	14.57
Housing Referral Assistant	16.43
Key Entry Operator I	11.10
Key Entry Operator II	13.42
Messenger (Courier)	9.29
Order Clerk I	11.41
Order Clerk II	12.57
Personnel Assistant (Employment) I	10.09
Personnel Assistant (Employment) II	11.35
Personnel Assistant (Employment) III	14.06
Personnel Assistant (Employment) IV	15.63
Production Control Clerk	17.16
Rental Clerk	13.44
Scheduler, Maintenance	12.56
Secretary I	12.56
Secretary II	14.35
Secretary III	16.43
Secretary IV	17.48
Secretary V	19.82
Service Order Dispatcher	12.56

Stenographer I	12.30
Stenographer II	13.82
Supply Technician	17.48
Survey Worker (Interviewer)	14.35
Switchboard Operator-Receptionist	9.63
Test Examiner	14.35
Test Proctor	14.35
Travel Clerk I	10.05
Travel Clerk II	10.73
Travel Clerk III	11.40
Word Processor I	11.28
Word Processor II	12.66
Word Processor III	14.03

Automatic Data Processing Occupations

Computer Data Librarian	10.53
Computer Operator I	12.62
Computer Operator II	13.47
Computer Operator III	18.31
Computer Operator IV	20.27
Computer Operator V	22.30
Computer Programmer I (1)	15.55
Computer Programmer II (1)	19.09
Computer Programmer III (1)	25.07
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.61
Computer Systems Analyst II (1)	24.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.62

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.00
Automotive Glass Installer	16.56
Automotive Worker	16.56
Electrician, Automotive	17.27
Mobile Equipment Servicer	15.12
Motor Equipment Metal Mechanic	18.00
Motor Equipment Metal Worker	16.56
Motor Vehicle Mechanic	19.38
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	15.84
Motor Vehicle Wrecker	16.56
Painter, Automotive	17.70
Radiator Repair Specialist	16.56
Tire Repairer	14.61
Transmission Repair Specialist	18.00

Food Preparation and Service Occupations

Baker	12.48
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Cook I	10.85
Cook II	11.87
Dishwasher	7.56
Food Service Worker	7.74
Meat Cutter	13.43
Waiter/Waitress	8.37

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.96
Furniture Handler	12.24
Furniture Refinisher	17.96
Furniture Refinisher Helper	14.55
Furniture Repairer, Minor	16.54
Upholsterer	17.96

General Services and Support Occupations

Cleaner, Vehicles	8.09
Elevator Operator	9.56
Gardener	12.37
House Keeping Aid I	7.33
House Keeping Aid II	9.01
Janitor	9.56
Laborer, Grounds Maintenance	9.54
Maid or Houseman	7.33
Pest Controller	12.53
Refuse Collector	9.56
Tractor Operator	11.42
Window Cleaner	10.59

Health Occupations

Dental Assistant	12.08
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.52
Licensed Practical Nurse I	10.28
Licensed Practical Nurse II	11.53
Licensed Practical Nurse III	12.90
Medical Assistant	11.58
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.35
Nursing Assistant II	9.27
Nursing Assistant III	10.25
Nursing Assistant IV	11.49
Pharmacy Technician	12.19
Phlebotomist	11.73
Registered Nurse I	16.19
Registered Nurse II	19.82
Registered Nurse II, Specialist	19.82
Registered Nurse III	23.98

Registered Nurse III, Anesthetist	23.98
Registered Nurse IV	28.73

Information and Arts Occupations

Audiovisual Librarian	17.48
Exhibits Specialist I	14.08
Exhibits Specialist II	17.74
Exhibits Specialist III	21.33
Illustrator I	16.74
Illustrator II	20.75
Illustrator III	25.96
Librarian	20.30
Library Technician	14.35
Photographer I	13.17
Photographer II	16.89
Photographer III	20.92
Photographer IV	26.19
Photographer V	30.38

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	7.76
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Drycleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	8.91
Tailor	9.42
Washer, Machine	7.38

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	17.96
Tool and Die Maker	22.69

Material Handling and Packing Occupations

Forklift Operator	14.79
Fuel Distribution System Operator	19.13
Material Coordinator	17.47
Material Expediter	17.47
Material Handling Laborer	14.63
Order Filler	12.39
Production Line Worker (Food Processing)	15.31
Shipping Packer	12.27
Shipping/Receiving Clerk	13.08
Stock Clerk (Shelf Stocker; Store Worker II)	12.56
Store Worker I	9.93
Tools and Parts Attendant	15.01

Warehouse Specialist

15.01

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.70
Aircraft Mechanic Helper	14.55
Aircraft Quality Control Inspector	19.36
Aircraft Servicer	16.54
Aircraft Worker	17.24
Appliance Mechanic	17.96
Bicycle Repairer	15.21
Cable Splicer	18.70
Carpenter, Maintenance	17.44
Carpet Layer	17.24
Electrician, Maintenance	20.09
Electronics Technician, Maintenance I	16.74
Electronics Technician, Maintenance II	17.35
Electronics Technician, Maintenance III	18.00
Fabric Worker	16.54
Fire Alarm System Mechanic	18.70
Fire Extinguisher Repairer	15.74
Fuel Distribution System Mechanic	20.57
General Maintenance Worker	17.19
Heating, Refrigeration and Air Conditioning Mechanic	18.70
Heavy Equipment Mechanic	18.84
Heavy Equipment Operator	18.70
Instrument Mechanic	18.70
Laborer	10.73
Locksmith	17.96
Machinery Maintenance Mechanic	18.70
Machinist, Maintenance	18.32
Maintenance Trades Helper	14.22
Millwright	19.95
Office Appliance Repairer	17.96
Painter, Aircraft	17.96
Painter, Maintenance	17.96
Pipefitter, Maintenance	23.06
Plumber, Maintenance	19.41
Pneudraulic Systems Mechanic	18.70
Rigger	18.70
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.70
Small Engine Mechanic	17.24
Telecommunication Mechanic I	20.99
Telecommunication Mechanic II	21.73
Telephone Lineman	21.73
Welder, Combination, Maintenance	18.70
Well Driller	18.70
Woodcraft Worker	18.70
Woodworker	15.74

Miscellaneous Occupations

Animal Caretaker	9.20
Carnival Equipment Operator	10.89
Carnival Equipment Repairer	11.80
Carnival Worker	8.22
Cashier	6.98
Desk Clerk	7.76
Embalmer	17.93
Lifeguard	8.75
Mortician	18.74
Park Attendant (Aide)	10.97
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.10
Recreation Specialist	10.74
Recycling Worker	12.67
Sales Clerk	8.62
School Crossing Guard (Crosswalk Attendant)	8.39
Sport Official	7.60
Survey Party Chief (Chief of Party)	13.45
Surveying Aide	8.01
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.23
Swimming Pool Operator	11.87
Vending Machine Attendant	10.02
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	10.02

Personal Needs Occupations

Child Care Attendant	8.92
Child Care Center Clerk	11.12
Chore Aid	8.49
Homemaker	13.31

Plant and System Operation Occupations

Boiler Tender	18.70
Sewage Plant Operator	17.96
Stationary Engineer	18.70
Ventilation Equipment Tender	16.73
Water Treatment Plant Operator	17.96

Protective Service Occupations

Alarm Monitor	14.62
Corrections Officer	20.36
Court Security Officer	18.31
Detention Officer	20.36
Firefighter	18.85
Guard I	8.61
Guard II	12.57
Police Officer	22.20

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.80
Hatch Tender	17.80
Line Handler	17.80
Stevedore I	17.06
Stevedore II	18.53

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.57
Archeological Technician II	14.08
Archeological Technician III	17.44
Cartographic Technician	20.27
Civil Engineering Technician	20.92
Computer Based Training (CBT) Specialist/ Instructor	21.07
Drafter I	10.98
Drafter II	11.39
Drafter III	14.08
Drafter IV	17.44
Engineering Technician I	12.24
Engineering Technician II	12.70
Engineering Technician III	15.70
Engineering Technician IV	19.00
Engineering Technician V	21.78
Engineering Technician VI	28.25
Environmental Technician	19.02
Flight Simulator/Instructor (Pilot)	24.62
Graphic Artist	18.32
Instructor	20.14
Laboratory Technician	16.21
Mathematical Technician	16.54
Paralegal/Legal Assistant I	14.50
Paralegal/Legal Assistant II	17.20
Paralegal/Legal Assistant III	20.32
Paralegal/Legal Assistant IV	25.45
Photooptics Technician	20.92
Technical Writer	26.19
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.38
Weather Observer, Senior (3)	18.19
Weather Observer, Upper Air (3)	16.38

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.79
Parking and Lot Attendant	8.80
Shuttle Bus Driver	12.06
Taxi Driver	10.30
Truckdriver, Heavy Truck	16.69
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	14.71
Truckdriver, Tractor-Trailer	16.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2371
Revision No.: 19
Date of Last Revision: 07/26/2002

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.96
01012	Accounting Clerk II	10.90
01013	Accounting Clerk III	12.75
01014	Accounting Clerk IV	14.66
01030	Court Reporter	14.24
01050	Dispatcher, Motor Vehicle	14.24
01060	Document Preparation Clerk	11.34
01070	Messenger (Courier)	8.98
01090	Duplicating Machine Operator	11.34
01110	Film/Tape Librarian	13.92
01115	General Clerk I	8.70
01116	General Clerk II	10.40
01117	General Clerk III	11.80
01118	General Clerk IV	13.11
01120	Housing Referral Assistant	15.47
01131	Key Entry Operator I	10.27
01132	Key Entry Operator II	12.73
01191	Order Clerk I	9.76
01192	Order Clerk II	11.34
01261	Personnel Assistant (Employment) I	10.36
01262	Personnel Assistant (Employment) II	11.64
01263	Personnel Assistant (Employment) III	13.27
01264	Personnel Assistant (Employment) IV	13.84
01270	Production Control Clerk	16.42
01290	Rental Clerk	12.01
01300	Scheduler, Maintenance	13.07
01311	Secretary I	13.01
01312	Secretary II	14.84
01313	Secretary III	15.47
01314	Secretary IV	19.10
01315	Secretary V	20.44
01320	Service Order Dispatcher	13.10
01341	Stenographer I	11.34

		13.17
01342	Stenographer II	18.78
01400	Supply Technician	13.70
01420	Survey Worker (Interviewer)	9.94
01460	Switchboard Operator-Receptionist	14.24
01510	Test Examiner	14.24
01520	Test Proctor	8.99
01531	Travel Clerk I	9.50
01532	Travel Clerk II	10.01
01533	Travel Clerk III	11.82
01611	Word Processor I	13.29
01612	Word Processor II	14.87
01613	Word Processor III	
03000	Automatic Data Processing Occupations	
		12.87
03010	Computer Data Librarian	11.97
03041	Computer Operator I	13.42
03042	Computer Operator II	17.39
03043	Computer Operator III	20.61
03044	Computer Operator IV	22.83
03045	Computer Operator V	14.24
03071	Computer Programmer I (1)	17.78
03072	Computer Programmer II (1)	21.30
03073	Computer Programmer III (1)	25.41
03074	Computer Programmer IV (1)	21.37
03101	Computer Systems Analyst I (1)	26.11
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	12.97
03160	Peripheral Equipment Operator	
05000	Automotive Service Occupations	
		21.28
05005	Automotive Body Repairer, Fiberglass	19.86
05010	Automotive Glass Installer	19.86
05040	Automotive Worker	20.64
05070	Electrician, Automotive	18.52
05100	Mobile Equipment Servicer	21.28
05130	Motor Equipment Metal Mechanic	19.86
05160	Motor Equipment Metal Worker	21.28
05190	Motor Vehicle Mechanic	17.17
05220	Motor Vehicle Mechanic Helper	19.15
05250	Motor Vehicle Upholstery Worker	19.86
05280	Motor Vehicle Wrecker	20.64
05310	Painter, Automotive	19.86
05340	Radiator Repair Specialist	17.89
05370	Tire Repairer	21.28
05400	Transmission Repair Specialist	
07000	Food Preparation and Service Occupations	
		8.06
	Food Service Worker	10.36
07010	Baker	

07041	Cook I	9.64
07042	Cook II	10.36
07070	Dishwasher	8.06
07130	Meat Cutter	12.23
07250	Waiter/Waitress	7.71
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	20.64
09040	Furniture Handler	16.18
09070	Furniture Refinisher	20.64
09100	Furniture Refinisher Helper	17.77
09110	Furniture Repairer, Minor	19.15
09130	Upholsterer	20.64
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.87
11060	Elevator Operator	9.27
11090	Gardener	10.65
11121	House Keeping Aid I	9.27
11122	House Keeping Aid II	9.43
11150	Janitor	9.27
11210	Laborer, Grounds Maintenance	9.66
11240	Maid or Houseman	8.01
11270	Pest Controller	11.00
11300	Refuse Collector	9.27
11330	Tractor Operator	10.23
11360	Window Cleaner	10.61
12000	Health Occupations	
12020	Dental Assistant	11.30
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	10.88
12072	Licensed Practical Nurse II	12.21
12073	Licensed Practical Nurse III	13.65
12100	Medical Assistant	11.58
12130	Medical Laboratory Technician	11.36
12160	Medical Record Clerk	11.13
12190	Medical Record Technician	14.05
12221	Nursing Assistant I	8.46
12222	Nursing Assistant II	9.52
12223	Nursing Assistant III	9.94
12224	Nursing Assistant IV	11.15
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.21
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.85
12313	Registered Nurse II, Specialist	20.85
12314	Registered Nurse III	25.23

12315	Registered Nurse III, Anesthetist	25.23
12316	Registered Nurse IV	30.21
13000	Information and Arts Occupations	
		18.12
13002	Audiovisual Librarian	18.91
13011	Exhibits Specialist I	23.40
13012	Exhibits Specialist II	28.53
13013	Exhibits Specialist III	18.91
13041	Illustrator I	23.39
13042	Illustrator II	28.53
13043	Illustrator III	20.66
13047	Librarian	14.32
13050	Library Technician	12.84
13071	Photographer I	16.44
13072	Photographer II	20.34
13073	Photographer III	24.81
13074	Photographer IV	30.10
13075	Photographer V	
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
		7.14
15010	Assembler	7.14
15030	Counter Attendant	8.69
15040	Dry Cleaner	7.14
15070	Finisher, Flatwork, Machine	7.14
15090	Presser, Hand	7.14
15100	Presser, Machine, Drycleaning	7.14
15130	Presser, Machine, Shirts	7.14
15160	Presser, Machine, Wearing Apparel, Laundry	9.20
15190	Sewing Machine Operator	9.70
15220	Tailor	7.66
15250	Washer, Machine	
19000	Machine Tool Operation and Repair Occupations	
		20.64
19010	Machine-Tool Operator (Toolroom)	23.41
19040	Tool and Die Maker	
21000	Material Handling and Packing Occupations	
		18.52
21010	Fuel Distribution System Operator	18.26
21020	Material Coordinator	18.26
21030	Material Expediter	17.74
21040	Material Handling Laborer	12.55
21050	Order Filler	17.28
21071	Forklift Operator	16.20
21080	Production Line Worker (Food Processing)	10.83
21100	Shipping/Receiving Clerk	14.98
21130	Shipping Packer	12.37
21140	Store Worker I	15.51
21150	Stock Clerk (Shelf Stocker; Store Worker II)	16.46
21210	Tools and Parts Attendant	

21400	Warehouse Specialist	16.46
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	21.28
23040	Aircraft Mechanic Helper	17.77
23050	Aircraft Quality Control Inspector	21.96
23060	Aircraft Servicer	19.15
23070	Aircraft Worker	19.86
23100	Appliance Mechanic	20.64
23120	Bicycle Repairer	17.89
23125	Cable Splicer	23.41
23130	Carpenter, Maintenance	20.64
23140	Carpet Layer	19.86
23160	Electrician, Maintenance	22.67
23181	Electronics Technician, Maintenance I	19.86
23182	Electronics Technician, Maintenance II	20.64
23183	Electronics Technician, Maintenance III	21.28
23260	Fabric Worker	19.15
23290	Fire Alarm System Mechanic	21.28
23310	Fire Extinguisher Repairer	18.52
23340	Fuel Distribution System Mechanic	23.41
23370	General Maintenance Worker	20.01
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.28
23430	Heavy Equipment Mechanic	21.28
23440	Heavy Equipment Operator	21.28
23460	Instrument Mechanic	21.28
23470	Laborer	12.37
23500	Locksmith	20.64
23530	Machinery Maintenance Mechanic	21.28
23550	Machinist, Maintenance	21.28
23580	Maintenance Trades Helper	17.77
23640	Millwright	21.28
23700	Office Appliance Repairer	20.64
23740	Painter, Aircraft	20.64
23760	Painter, Maintenance	20.74
23790	Pipefitter, Maintenance	23.51
23800	Plumber, Maintenance	22.11
23820	Pneudraulic Systems Mechanic	21.28
23850	Rigger	21.28
23870	Scale Mechanic	19.86
23890	Sheet-Metal Worker, Maintenance	23.40
23910	Small Engine Mechanic	19.86
23930	Telecommunication Mechanic I	21.28
23931	Telecommunication Mechanic II	21.96
23950	Telephone Lineman	21.28
23960	Welder, Combination, Maintenance	21.28
23965	Well Driller	21.28
23970	Woodcraft Worker	21.28
23980	Woodworker	18.52

24000	Personal Needs Occupations	
		9.12
24570	Child Care Attendant	11.41
24580	Child Care Center Clerk	7.88
24600	Chore Aid	12.94
24630	Homemaker	
25000	Plant and System Operation Occupations	
		21.28
25010	Boiler Tender	20.64
25040	Sewage Plant Operator	21.28
25070	Stationary Engineer	17.77
25190	Ventilation Equipment Tender	20.64
25210	Water Treatment Plant Operator	
27000	Protective Service Occupations	
		20.51
	Police Officer	11.90
27004	Alarm Monitor	19.46
27006	Corrections Officer	18.18
27010	Court Security Officer	19.46
27040	Detention Officer	16.38
27070	Firefighter	7.47
27101	Guard I	11.90
27102	Guard II	
28000	Stevedoring/Longshoremen Occupations	
		18.15
28010	Blocker and Bracer	18.15
28020	Hatch Tender	18.15
28030	Line Handler	15.91
28040	Stevedore I	18.14
28050	Stevedore II	
29000	Technical Occupations	
		18.22
21150	Graphic Artist	28.21
29010	Air Traffic Control Specialist, Center (2)	19.46
29011	Air Traffic Control Specialist, Station (2)	21.43
29012	Air Traffic Control Specialist, Terminal (2)	18.40
29023	Archeological Technician I	20.70
29024	Archeological Technician II	25.54
29025	Archeological Technician III	21.59
29030	Cartographic Technician	21.27
29035	Computer Based Training (CBT) Specialist/ Instructor	20.34
29040	Civil Engineering Technician	12.17
29061	Drafter I	16.13
29062	Drafter II	20.65
29063	Drafter III	25.54
29064	Drafter IV	13.72
29081	Engineering Technician I	18.49
29082	Engineering Technician II	20.83
29083	Engineering Technician III	

29084	Engineering Technician IV	25.87
29085	Engineering Technician V	27.45
29086	Engineering Technician VI	28.14
29090	Environmental Technician	18.27
29100	Flight Simulator/Instructor (Pilot)	26.11
29160	Instructor	18.88
29210	Laboratory Technician	16.25
29240	Mathematical Technician	22.35
29361	Paralegal/Legal Assistant I	13.57
29362	Paralegal/Legal Assistant II	14.43
29363	Paralegal/Legal Assistant III	17.64
29364	Paralegal/Legal Assistant IV	21.34
29390	Photooptics Technician	20.41
29480	Technical Writer	21.66
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	19.95
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.98
29622	Weather Observer, Upper Air (3)	19.95
31000	Transportation/ Mobile Equipment Operation Occupations	
		15.21
31030	Bus Driver	9.97
31260	Parking and Lot Attendant	13.06
31290	Shuttle Bus Driver	11.40
31300	Taxi Driver	13.06
31361	Truckdriver, Light Truck	16.73
31362	Truckdriver, Medium Truck	18.46
31363	Truckdriver, Heavy Truck	18.46
31364	Truckdriver, Tractor-Trailer	
99000	Miscellaneous Occupations	
		9.37
99020	Animal Caretaker	8.22
99030	Cashier	10.19
99041	Carnival Equipment Operator	10.60
99042	Carnival Equipment Repairer	8.87
99043	Carnival Worker	9.12
99050	Desk Clerk	19.06
99095	Embalmer	9.42
99300	Lifeguard	19.06
99310	Mortician	11.84
99350	Park Attendant (Aide)	9.37
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.71
99500	Recreation Specialist	11.72
99510	Recycling Worker	8.44
99610	Sales Clerk	

99620	School Crossing Guard (Crosswalk Attendant)	8.87
99630	Sport Official	8.97
99658	Survey Party Chief (Chief of Party)	20.24
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.44
99660	Surveying Aide	10.46
99690	Swimming Pool Operator	11.40
99720	Vending Machine Attendant	8.17
99730	Vending Machine Repairer	10.70
99740	Vending Machine Repairer Helper	8.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved. (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2373
Revision No.: 20
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Nassau, Suffolk

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	12.41
Accounting Clerk II	13.95
Accounting Clerk III	16.77
Accounting Clerk IV	18.67
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	15.41
Duplicating Machine Operator	14.49
Film/Tape Librarian	15.22
General Clerk I	10.90
General Clerk II	11.97
General Clerk III	15.07
General Clerk IV	16.26
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.28
Messenger (Courier)	11.53
Order Clerk I	16.25
Order Clerk II	16.90
Personnel Assistant (Employment) I	14.45
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	27.64
Service Order Dispatcher	16.62
Stenographer I	14.69

Stenographer II	19.29
Supply Technician	21.39
Survey Worker (Interviewer)	15.36
Switchboard Operator-Receptionist	13.26
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	13.63
Word Processor II	19.22
Word Processor III	20.36

Automatic Data Processing Occupations

Computer Data Librarian	11.44
Computer Operator I	12.63
Computer Operator II	16.46
Computer Operator III	21.44
Computer Operator IV	25.67
Computer Operator V	27.62
Computer Programmer I (1)	18.71
Computer Programmer II (1)	23.18
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.75

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.39
Automotive Glass Installer	22.50
Automotive Worker	22.50
Electrician, Automotive	23.55
Mobile Equipment Servicer	13.53
Motor Equipment Metal Mechanic	25.80
Motor Equipment Metal Worker	22.50
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.78
Motor Vehicle Upholstery Worker	21.58
Motor Vehicle Wrecker	22.50
Painter, Automotive	23.55
Radiator Repair Specialist	22.50
Tire Repairer	16.69
Transmission Repair Specialist	24.39

Food Preparation and Service Occupations

Baker	18.23
Cook I	16.75

Cook II	18.23
Dishwasher	13.67
Food Service Worker	13.67
Meat Cutter	21.28
Waiter/Waitress	14.45

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	21.10
Furniture Handler	16.03
Furniture Refinisher	21.10
Furniture Refinisher Helper	17.71
Furniture Repairer, Minor	19.40
Upholsterer	21.10

General Services and Support Occupations

Cleaner, Vehicles	13.67
Elevator Operator	13.67
Gardener	16.75
House Keeping Aid I	13.36
House Keeping Aid II	13.67
Janitor	13.67
Laborer, Grounds Maintenance	14.45
Maid or Houseman	13.36
Pest Controller	17.49
Tractor Operator	15.96

Health Occupations

Dental Assistant	12.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.38
Licensed Practical Nurse I	15.68
Licensed Practical Nurse II	17.94
Licensed Practical Nurse III	18.12
Medical Assistant	14.00
Medical Laboratory Technician	17.64
Medical Record Clerk	14.49
Medical Record Technician	17.64
Nursing Assistant I	9.91
Nursing Assistant II	11.14
Nursing Assistant III	12.71
Nursing Assistant IV	14.24
Pharmacy Technician	15.87
Phlebotomist	20.96
Registered Nurse I	26.88
Registered Nurse II	27.99
Registered Nurse II, Specialist	27.99
Registered Nurse III	31.44
Registered Nurse III, Anesthetist	31.44
Registered Nurse IV	37.73

Information and Arts Occupations

Audiovisual Librarian	21.49
Exhibits Specialist I	24.09
Exhibits Specialist II	25.69
Exhibits Specialist III	31.33
Illustrator I	23.43
Illustrator II	24.98
Illustrator III	30.37
Librarian	27.98
Library Technician	15.85
Photographer I	14.81
Photographer II	20.46
Photographer III	21.81
Photographer IV	26.60
Photographer V	32.37

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.41
Counter Attendant	8.41
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.41
Presser, Hand	8.41
Presser, Machine, Drycleaning	8.41
Presser, Machine, Shirts	8.41
Presser, Machine, Wearing Apparel, Laundry	8.41
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.29

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.87
Tool and Die Maker	24.46

Material Handling and Packing Occupations

Forklift Operator	16.38
Fuel Distribution System Operator	15.74
Material Coordinator	16.87
Material Expediter	16.87
Material Handling Laborer	13.29
Order Filler	14.85
Production Line Worker (Food Processing)	15.09
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	13.72
Warehouse Specialist	14.25

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.92
Aircraft Mechanic Helper	17.71
Aircraft Quality Control Inspector	22.78
Aircraft Servicer	19.40
Aircraft Worker	20.21
Appliance Mechanic	21.10
Bicycle Repairer	17.94
Cable Splicer	27.03
Carpenter, Maintenance	26.29
Carpet Layer	20.21
Electrician, Maintenance	25.43
Electronics Technician, Maintenance I	20.00
Electronics Technician, Maintenance II	23.94
Electronics Technician, Maintenance III	25.21
Fabric Worker	19.40
Fire Alarm System Mechanic	21.92
Fire Extinguisher Repairer	18.57
Fuel Distribution System Mechanic	22.21
General Maintenance Worker	20.21
Heating, Refrigeration and Air Conditioning Mechanic	21.92
Heavy Equipment Mechanic	21.92
Heavy Equipment Operator	24.11
Instrument Mechanic	21.92
Laborer	15.16
Locksmith	21.10
Machinery Maintenance Mechanic	21.92
Machinist, Maintenance	21.92
Maintenance Trades Helper	17.71
Millwright	21.92
Office Appliance Repairer	21.10
Painter, Aircraft	21.10
Painter, Maintenance	24.27
Pipefitter, Maintenance	24.11
Plumber, Maintenance	21.10
Pneudraulic Systems Mechanic	21.92
Rigger	21.92
Scale Mechanic	20.21
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	20.92
Telecommunication Mechanic I	24.17
Telecommunication Mechanic II	25.23
Telephone Lineman	23.70
Welder, Combination, Maintenance	21.92
Well Driller	21.92
Woodcraft Worker	21.92
Woodworker	18.57

Miscellaneous Occupations

Animal Caretaker	15.21
Carnival Equipment Operator	15.96
Carnival Equipment Repairer	16.75
Carnival Worker	13.67
Cashier	18.74
Desk Clerk	11.44
Embalmer	19.02
Lifeguard	13.30
Mortician	19.02
Park Attendant (Aide)	12.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
Recreation Specialist	15.47
Recycling Worker	10.97
Sales Clerk	10.23
School Crossing Guard (Crosswalk Attendant)	13.67
Sport Official	12.25
Survey Party Chief (Chief of Party)	15.51
Surveying Aide	8.36
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.46
Swimming Pool Operator	20.96
Vending Machine Attendant	20.27
Vending Machine Repairer	20.96
Vending Machine Repairer Helper	18.35

Personal Needs Occupations

Child Care Attendant	11.48
Child Care Center Clerk	14.36
Chore Aid	12.79
Homemaker	14.84

Plant and System Operation Occupations

Boiler Tender	22.62
Sewage Plant Operator	21.10
Stationary Engineer	22.62
Ventilation Equipment Tender	17.71
Water Treatment Plant Operator	21.10

Protective Service Occupations

Alarm Monitor	17.03
Corrections Officer	22.58
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.70
Guard II	19.58
Police Officer	27.70

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18.70
Hatch Tender	18.70
Line Handler	18.70
Stevedore I	17.95
Stevedore II	19.63

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	18.54
Archeological Technician II	20.72
Archeological Technician III	25.69
Cartographic Technician	25.67
Civil Engineering Technician	24.32
Computer Based Training (CBT) Specialist/ Instructor	27.62
Drafter I	13.94
Drafter II	17.44
Drafter III	24.09
Drafter IV	25.69
Engineering Technician I	13.57
Engineering Technician II	16.20
Engineering Technician III	19.83
Engineering Technician IV	23.40
Engineering Technician V	26.36
Engineering Technician VI	31.90
Environmental Technician	20.20
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	22.75
Instructor	24.68
Laboratory Technician	19.60
Mathematical Technician	25.69
Paralegal/Legal Assistant I	17.66
Paralegal/Legal Assistant II	21.49
Paralegal/Legal Assistant III	26.21
Paralegal/Legal Assistant IV	31.81
Photooptics Technician	23.23
Technical Writer	28.13
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	20.13
Weather Observer, Senior (3)	22.35
Weather Observer, Upper Air (3)	20.13

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.07
Parking and Lot Attendant	9.05
Shuttle Bus Driver	13.92
Taxi Driver	12.05
Truckdriver, Heavy Truck	21.60
Truckdriver, Light Truck	13.95
Truckdriver, Medium Truck	16.43
Truckdriver, Tractor-Trailer	21.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2375
Revision No.: 21
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, New York, Putnam, Queens, Richmond, and Westchester Counties.

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.75
Accounting Clerk II	14.66
Accounting Clerk III	16.28
Accounting Clerk IV	17.71
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	15.15
Duplicating Machine Operator	13.77
Film/Tape Librarian	15.22
General Clerk I	11.97
General Clerk II	12.11
General Clerk III	15.15
General Clerk IV	16.48
Housing Referral Assistant	19.03
Key Entry Operator I	12.23
Key Entry Operator II	13.02
Messenger (Courier)	11.97
Order Clerk I	14.05
Order Clerk II	18.55
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92

Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	26.34
Service Order Dispatcher	17.47
Stenographer I	17.12
Stenographer II	19.29
Supply Technician	21.39
Survey Worker (Interviewer)	15.33
Switchboard Operator-Receptionist	14.26
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	13.85
Word Processor II	14.73
Word Processor III	18.12

Automatic Data Processing Occupations

Computer Data Librarian	15.22
Computer Operator I	14.50
Computer Operator II	16.46
Computer Operator III	20.14
Computer Operator IV	25.25
Computer Operator V	25.60
Computer Programmer I (1)	21.55
Computer Programmer II (1)	26.30
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	22.26
Automotive Glass Installer	22.63
Automotive Worker	22.63
Electrician, Automotive	23.56
Mobile Equipment Servicer	20.74
Motor Equipment Metal Mechanic	24.55
Motor Equipment Metal Worker	21.50
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.79
Motor Vehicle Upholstery Worker	21.74
Motor Vehicle Wrecker	22.63

Painter, Automotive	23.56
Radiator Repair Specialist	22.63
Tire Repairer	18.22
Transmission Repair Specialist	24.55
Food Preparation and Service Occupations	
Baker	19.55
Cook I	17.97
Cook II	19.55
Dishwasher	14.67
Food Service Worker	14.67
Meat Cutter	19.55
Waiter/Waitress	15.50
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	20.13
Furniture Handler	15.30
Furniture Refinisher	20.13
Furniture Refinisher Helper	16.90
Furniture Repairer, Minor	18.51
Upholsterer	20.13
General Services and Support Occupations	
Cleaner, Vehicles	14.67
Elevator Operator	14.67
Gardener	17.97
House Keeping Aid I	13.98
House Keeping Aid II	14.82
Janitor	14.67
Laborer, Grounds Maintenance	15.50
Maid or Houseman	13.98
Pest Controller	18.75
Refuse Collector	14.67
Tractor Operator	17.13
Window Cleaner	15.50
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	14.35
Licensed Practical Nurse II	16.13
Licensed Practical Nurse III	18.12
Medical Assistant	12.82
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	15.28
Nursing Assistant I	7.45
Nursing Assistant II	11.54
Nursing Assistant III	12.59

Nursing Assistant IV	15.45
Pharmacy Technician	12.79
Phlebotomist	11.50
Registered Nurse I	23.88
Registered Nurse II	27.99
Registered Nurse II, Specialist	27.99
Registered Nurse III	32.04
Registered Nurse III, Anesthetist	32.04
Registered Nurse IV	35.02

Information and Arts Occupations

Audiovisual Librarian	21.88
Exhibits Specialist I	19.03
Exhibits Specialist II	20.21
Exhibits Specialist III	22.80
Illustrator I	16.55
Illustrator II	17.57
Illustrator III	19.83
Librarian	27.98
Library Technician	15.33
Photographer I	16.13
Photographer II	19.29
Photographer III	20.48
Photographer IV	23.12
Photographer V	27.96

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.69
Counter Attendant	8.69
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.69
Presser, Hand	8.69
Presser, Machine, Drycleaning	8.69
Presser, Machine, Shirts	8.69
Presser, Machine, Wearing Apparel, Laundry	8.69
Sewing Machine Operator	11.40
Tailor	13.57
Washer, Machine	9.60

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.13
Tool and Die Maker	23.35

Material Handling and Packing Occupations

Forklift Operator	16.24
Fuel Distribution System Operator	19.50
Material Coordinator	17.89
Material Expediter	17.89
Material Handling Laborer	15.80

Order Filler	14.16
Production Line Worker (Food Processing)	16.25
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	16.40
Warehouse Specialist	14.91

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	24.07
Aircraft Mechanic Helper	19.44
Aircraft Quality Control Inspector	25.00
Aircraft Servicer	21.29
Aircraft Worker	22.20
Appliance Mechanic	20.13
Bicycle Repairer	17.13
Cable Splicer	26.48
Carpenter, Maintenance	25.47
Carpet Layer	21.23
Electrician, Maintenance	25.75
Electronics Technician, Maintenance I	18.56
Electronics Technician, Maintenance II	25.47
Electronics Technician, Maintenance III	27.18
Fabric Worker	19.35
Fire Alarm System Mechanic	21.67
Fire Extinguisher Repairer	18.35
Fuel Distribution System Mechanic	23.02
General Maintenance Worker	18.98
Heating, Refrigeration and Air Conditioning Mechanic	20.93
Heavy Equipment Mechanic	21.10
Heavy Equipment Operator	26.48
Instrument Mechanic	24.07
Laborer	15.04
Locksmith	20.31
Machinery Maintenance Mechanic	23.45
Machinist, Maintenance	20.81
Maintenance Trades Helper	16.90
Millwright	20.93
Office Appliance Repairer	20.86
Painter, Aircraft	20.13
Painter, Maintenance	23.15
Pipefitter, Maintenance	29.73
Plumber, Maintenance	23.15
Pneudraulic Systems Mechanic	21.67
Rigger	20.93
Scale Mechanic	19.99
Sheet-Metal Worker, Maintenance	26.90
Small Engine Mechanic	19.30

Telecommunication Mechanic I	24.07
Telecommunication Mechanic II	28.03
Telephone Lineman	24.07
Welder, Combination, Maintenance	20.93
Well Driller	23.02
Woodcraft Worker	20.93
Woodworker	17.73

Miscellaneous Occupations

Animal Caretaker	16.32
Carnival Equipment Operator	17.13
Carnival Equipment Repairer	17.97
Carnival Worker	14.67
Cashier	10.95
Desk Clerk	14.76
Embalmer	19.02
Lifeguard	11.94
Mortician	19.02
Park Attendant (Aide)	15.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
Recreation Specialist	18.61
Recycling Worker	17.13
Sales Clerk	11.94
School Crossing Guard (Crosswalk Attendant)	14.67
Sport Official	11.94
Survey Party Chief (Chief of Party)	17.62
Surveying Aide	11.53
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
Swimming Pool Operator	19.55
Vending Machine Attendant	14.42
Vending Machine Repairer	17.64
Vending Machine Repairer Helper	14.25

Personal Needs Occupations

Child Care Attendant	13.42
Child Care Center Clerk	16.74
Chore Aid	12.67
Homemaker	18.59

Plant and System Operation Occupations

Boiler Tender	24.88
Sewage Plant Operator	22.14
Stationary Engineer	22.62
Ventilation Equipment Tender	17.51
Water Treatment Plant Operator	20.13

Protective Service Occupations

Alarm Monitor	14.87
Corrections Officer	22.50

Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.59
Guard II	17.08
Police Officer	25.48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18.56
Hatch Tender	18.56
Line Handler	18.56
Stevedore I	16.18
Stevedore II	17.60

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	15.32
Archeological Technician II	17.14
Archeological Technician III	21.22
Cartographic Technician	20.10
Civil Engineering Technician	22.23
Computer Based Training (CBT) Specialist/ Instructor	25.36
Drafter I	15.19
Drafter II	16.70
Drafter III	19.98
Drafter IV	21.31
Engineering Technician I	14.01
Engineering Technician II	16.16
Engineering Technician III	19.83
Engineering Technician IV	21.01
Engineering Technician V	23.72
Engineering Technician VI	25.84
Environmental Technician	22.90
Flight Simulator/Instructor (Pilot)	27.63
Graphic Artist	27.28
Instructor	24.38
Laboratory Technician	19.60
Mathematical Technician	22.26
Paralegal/Legal Assistant I	18.69
Paralegal/Legal Assistant II	24.26
Paralegal/Legal Assistant III	29.71
Paralegal/Legal Assistant IV	35.91
Photooptics Technician	23.55
Technical Writer	28.90
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02

Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
Weather Observer, Senior (3)	24.50
Weather Observer, Upper Air (3)	22.06

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.09
Parking and Lot Attendant	10.97
Shuttle Bus Driver	14.76
Taxi Driver	14.83
Truckdriver, Heavy Truck	22.18
Truckdriver, Light Truck	15.89
Truckdriver, Medium Truck	17.37
Truckdriver, Tractor-Trailer	22.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of

hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such

unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2377
Revision No.: 16
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.41
Accounting Clerk II	11.38
Accounting Clerk III	16.07
Accounting Clerk IV	17.96
Court Reporter	13.84
Dispatcher, Motor Vehicle	13.82
Document Preparation Clerk	10.90
Duplicating Machine Operator	10.90
Film/Tape Librarian	11.76
General Clerk I	8.70
General Clerk II	9.70
General Clerk III	10.59
General Clerk IV	11.88
Housing Referral Assistant	14.41
Key Entry Operator I	10.05
Key Entry Operator II	10.99
Messenger (Courier)	9.05
Order Clerk I	10.12
Order Clerk II	10.60
Personnel Assistant (Employment) I	10.00
Personnel Assistant (Employment) II	11.22
Personnel Assistant (Employment) III	12.27
Personnel Assistant (Employment) IV	13.79
Production Control Clerk	15.39
Rental Clerk	10.75
Scheduler, Maintenance	11.00
Secretary I	11.00
Secretary II	12.92
Secretary III	14.41
Secretary IV	16.00
Secretary V	17.72
Service Order Dispatcher	11.78
Stenographer I	10.47

Stenographer II	11.76
Supply Technician	16.00
Survey Worker (Interviewer)	12.06
Switchboard Operator-Receptionist	9.23
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	9.15
Travel Clerk II	9.77
Travel Clerk III	10.37
Word Processor I	11.40
Word Processor II	13.09
Word Processor III	13.77

Automatic Data Processing Occupations

Computer Data Librarian	10.13
Computer Operator I	11.26
Computer Operator II	12.16
Computer Operator III	14.04
Computer Operator IV	15.60
Computer Operator V	17.26
Computer Programmer I (1)	15.50
Computer Programmer II (1)	19.19
Computer Programmer III (1)	22.49
Computer Programmer IV (1)	26.74
Computer Systems Analyst I (1)	22.46
Computer Systems Analyst II (1)	27.06
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.31

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.26
Automotive Glass Installer	16.87
Automotive Worker	16.87
Electrician, Automotive	17.54
Mobile Equipment Servicer	15.54
Motor Equipment Metal Mechanic	18.26
Motor Equipment Metal Worker	16.87
Motor Vehicle Mechanic	18.26
Motor Vehicle Mechanic Helper	14.88
Motor Vehicle Upholstery Worker	16.21
Motor Vehicle Wrecker	16.87
Painter, Automotive	17.54
Radiator Repair Specialist	16.87
Tire Repairer	15.01
Transmission Repair Specialist	18.26

Food Preparation and Service Occupations

Baker	15.69
Cook I	14.37

Cook II	15.69
Dishwasher	11.69
Food Service Worker	11.69
Meat Cutter	15.69
Waiter/Waitress	12.36

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.55
Furniture Handler	12.74
Furniture Refinisher	16.55
Furniture Refinisher Helper	14.02
Furniture Repairer, Minor	15.27
Upholsterer	16.55

General Services and Support Occupations

Cleaner, Vehicles	11.69
Elevator Operator	13.43
Gardener	14.37
House Keeping Aid I	11.01
House Keeping Aid II	11.69
Janitor	11.69
Laborer, Grounds Maintenance	12.36
Maid or Houseman	11.01
Pest Controller	15.04
Refuse Collector	11.69
Tractor Operator	13.69
Window Cleaner	12.36

Health Occupations

Dental Assistant	11.59
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	10.66
Licensed Practical Nurse II	11.98
Licensed Practical Nurse III	13.32
Medical Assistant	11.88
Medical Laboratory Technician	12.42
Medical Record Clerk	12.42
Medical Record Technician	13.01
Nursing Assistant I	8.39
Nursing Assistant II	9.43
Nursing Assistant III	10.32
Nursing Assistant IV	11.56
Pharmacy Technician	12.19
Phlebotomist	10.30
Registered Nurse I	15.06
Registered Nurse II	18.42
Registered Nurse II, Specialist	18.42
Registered Nurse III	22.27
Registered Nurse III, Anesthetist	22.27

Registered Nurse IV	26.71
Information and Arts Occupations	
Audiovisual Librarian	17.61
Exhibits Specialist I	14.57
Exhibits Specialist II	17.90
Exhibits Specialist III	22.06
Illustrator I	13.26
Illustrator II	16.43
Illustrator III	20.07
Librarian	22.10
Library Technician	13.81
Photographer I	11.63
Photographer II	12.99
Photographer III	16.09
Photographer IV	19.66
Photographer V	23.77
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	7.57
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Drycleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	7.81
Tailor	8.66
Washer, Machine	7.38
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.89
Tool and Die Maker	20.10
Material Handling and Packing Occupations	
Forklift Operator	13.16
Fuel Distribution System Operator	14.66
Material Coordinator	15.38
Material Expediter	15.38
Material Handling Laborer	10.65
Order Filler	11.70
Production Line Worker (Food Processing)	13.05
Shipping Packer	10.92
Shipping/Receiving Clerk	11.58
Stock Clerk (Shelf Stocker; Store Worker II)	12.42
Store Worker I	10.37
Tools and Parts Attendant	13.05
Warehouse Specialist	13.05

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.64
Aircraft Mechanic Helper	14.73
Aircraft Quality Control Inspector	19.50
Aircraft Servicer	16.08
Aircraft Worker	16.69
Appliance Mechanic	16.55
Bicycle Repairer	14.16
Cable Splicer	25.82
Carpenter, Maintenance	17.16
Carpet Layer	18.29
Electrician, Maintenance	20.28
Electronics Technician, Maintenance I	17.35
Electronics Technician, Maintenance II	20.74
Electronics Technician, Maintenance III	21.57
Fabric Worker	15.29
Fire Alarm System Mechanic	17.75
Fire Extinguisher Repairer	14.66
Fuel Distribution System Mechanic	17.75
General Maintenance Worker	15.90
Heating, Refrigeration and Air Conditioning Mechanic	17.75
Heavy Equipment Mechanic	17.75
Heavy Equipment Operator	16.52
Instrument Mechanic	20.41
Laborer	10.97
Locksmith	16.55
Machinery Maintenance Mechanic	20.41
Machinist, Maintenance	17.75
Maintenance Trades Helper	14.02
Millwright	17.85
Office Appliance Repairer	16.55
Painter, Aircraft	16.55
Painter, Maintenance	16.55
Pipefitter, Maintenance	22.65
Plumber, Maintenance	19.03
Pneudraulic Systems Mechanic	17.75
Rigger	17.75
Scale Mechanic	15.90
Sheet-Metal Worker, Maintenance	20.41
Small Engine Mechanic	15.90
Telecommunication Mechanic I	23.47
Telecommunication Mechanic II	24.30
Telephone Lineman	23.47
Welder, Combination, Maintenance	17.75
Well Driller	20.41
Woodcraft Worker	17.75
Woodworker	14.66

Miscellaneous Occupations

Animal Caretaker	13.01
Carnival Equipment Operator	13.69
Carnival Equipment Repairer	14.37
Carnival Worker	11.69
Cashier	8.47
Desk Clerk	11.85
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.62
Recreation Specialist	14.37
Recycling Worker	13.69
Sales Clerk	9.23
School Crossing Guard (Crosswalk Attendant)	11.69
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.94
Surveying Aide	8.64
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.84
Swimming Pool Operator	15.69
Vending Machine Attendant	13.69
Vending Machine Repairer	15.69
Vending Machine Repairer Helper	13.69

Personal Needs Occupations

Child Care Attendant	10.36
Child Care Center Clerk	13.86
Chore Aid	11.01
Homemaker	15.04

Plant and System Operation Occupations

Boiler Tender	19.63
Sewage Plant Operator	16.76
Stationary Engineer	19.63
Ventilation Equipment Tender	14.02
Water Treatment Plant Operator	16.76

Protective Service Occupations

Alarm Monitor	13.77
Corrections Officer	20.82
Court Security Officer	20.82
Detention Officer	20.82
Firefighter	21.51
Guard I	12.31
Guard II	13.77
Police Officer	20.49

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.95
Hatch Tender	14.74
Line Handler	14.74
Stevedore I	16.56
Stevedore II	17.92

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.36
Archeological Technician II	12.68
Archeological Technician III	15.70
Cartographic Technician	16.11
Civil Engineering Technician	19.01
Computer Based Training (CBT) Specialist/ Instructor	22.46
Drafter I	11.63
Drafter II	13.04
Drafter III	14.57
Drafter IV	17.90
Engineering Technician I	13.03
Engineering Technician II	14.61
Engineering Technician III	16.35
Engineering Technician IV	20.25
Engineering Technician V	24.79
Engineering Technician VI	29.96
Environmental Technician	17.90
Flight Simulator/Instructor (Pilot)	25.31
Graphic Artist	18.53
Instructor	19.10
Laboratory Technician	13.28
Mathematical Technician	17.77
Paralegal/Legal Assistant I	12.25
Paralegal/Legal Assistant II	17.81
Paralegal/Legal Assistant III	21.74
Paralegal/Legal Assistant IV	26.37
Photooptics Technician	18.91
Technical Writer	24.63
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	11.77
Weather Observer, Senior (3)	13.07
Weather Observer, Upper Air (3)	11.77

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.96
Parking and Lot Attendant	10.49
Shuttle Bus Driver	12.63
Taxi Driver	10.97
Truckdriver, Heavy Truck	14.72
Truckdriver, Light Truck	11.48
Truckdriver, Medium Truck	11.96
Truckdriver, Tractor-Trailer	14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2379
Revision No.: 20
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.30
Accounting Clerk II	11.15
Accounting Clerk III	12.66
Accounting Clerk IV	16.30
Court Reporter	11.37
Dispatcher, Motor Vehicle	11.37
Document Preparation Clerk	11.67
Duplicating Machine Operator	11.67
Film/Tape Librarian	10.14
General Clerk I	7.00
General Clerk II	8.77
General Clerk III	11.01
General Clerk IV	12.41
Housing Referral Assistant	12.67
Key Entry Operator I	9.13
Key Entry Operator II	10.60
Messenger (Courier)	8.93
Order Clerk I	9.79
Order Clerk II	13.27
Personnel Assistant (Employment) I	9.03
Personnel Assistant (Employment) II	10.14
Personnel Assistant (Employment) III	11.37
Personnel Assistant (Employment) IV	12.67
Production Control Clerk	12.67
Rental Clerk	10.14
Scheduler, Maintenance	10.14
Secretary I	10.14
Secretary II	11.37
Secretary III	12.67
Secretary IV	13.48
Secretary V	15.59
Service Order Dispatcher	10.14
Stenographer I	10.14

Stenographer II	11.37
Supply Technician	13.48
Survey Worker (Interviewer)	11.37
Switchboard Operator-Receptionist	10.58
Test Examiner	10.14
Test Proctor	10.14
Travel Clerk I	10.63
Travel Clerk II	11.24
Travel Clerk III	11.86
Word Processor I	9.17
Word Processor II	11.53
Word Processor III	12.95

Automatic Data Processing Occupations

Computer Data Librarian	10.63
Computer Operator I	10.63
Computer Operator II	12.99
Computer Operator III	15.35
Computer Operator IV	16.08
Computer Operator V	17.81
Computer Programmer I (1)	14.51
Computer Programmer II (1)	17.90
Computer Programmer III (1)	21.84
Computer Programmer IV (1)	26.42
Computer Systems Analyst I (1)	20.12
Computer Systems Analyst II (1)	24.37
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.63

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	15.25
Automotive Glass Installer	15.70
Automotive Worker	15.70
Electrician, Automotive	16.97
Mobile Equipment Servicer	13.38
Motor Equipment Metal Mechanic	17.53
Motor Equipment Metal Worker	15.71
Motor Vehicle Mechanic	17.53
Motor Vehicle Mechanic Helper	12.96
Motor Vehicle Upholstery Worker	14.78
Motor Vehicle Wrecker	15.71
Painter, Automotive	16.69
Radiator Repair Specialist	15.71
Tire Repairer	10.21
Transmission Repair Specialist	17.53

Food Preparation and Service Occupations

Baker	10.49
Cook I	10.03

Cook II	12.11
Dishwasher	8.11
Food Service Worker	8.92
Meat Cutter	12.11
Waiter/Waitress	8.11

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.96
Furniture Handler	9.73
Furniture Refinisher	13.76
Furniture Refinisher Helper	10.57
Furniture Repairer, Minor	11.99
Upholsterer	13.76

General Services and Support Occupations

Cleaner, Vehicles	9.26
Elevator Operator	10.26
Gardener	9.12
House Keeping Aid I	8.01
House Keeping Aid II	8.67
Janitor	10.26
Laborer, Grounds Maintenance	10.26
Maid or Houseman	9.27
Pest Controller	8.72
Refuse Collector	10.26
Tractor Operator	12.99
Window Cleaner	10.26

Health Occupations

Dental Assistant	12.62
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
Licensed Practical Nurse I	11.56
Licensed Practical Nurse II	12.98
Licensed Practical Nurse III	14.52
Medical Assistant	11.79
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	14.56
Nursing Assistant I	7.45
Nursing Assistant II	8.38
Nursing Assistant III	9.62
Nursing Assistant IV	10.68
Pharmacy Technician	12.79
Phlebotomist	12.98
Registered Nurse I	17.99
Registered Nurse II	22.00
Registered Nurse II, Specialist	22.00
Registered Nurse III	26.62
Registered Nurse III, Anesthetist	26.62

Registered Nurse IV	31.90
Information and Arts Occupations	
Audiovisual Librarian	11.72
Exhibits Specialist I	13.01
Exhibits Specialist II	14.20
Exhibits Specialist III	15.98
Illustrator I	13.01
Illustrator II	14.20
Illustrator III	15.98
Librarian	15.59
Library Technician	11.12
Photographer I	11.22
Photographer II	14.01
Photographer III	15.30
Photographer IV	17.21
Photographer V	20.83
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.77
Counter Attendant	7.77
Dry Cleaner	11.02
Finisher, Flatwork, Machine	7.77
Presser, Hand	7.77
Presser, Machine, Drycleaning	7.77
Presser, Machine, Shirts	7.77
Presser, Machine, Wearing Apparel, Laundry	7.77
Sewing Machine Operator	10.31
Tailor	10.93
Washer, Machine	8.53
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.73
Tool and Die Maker	18.65
Material Handling and Packing Occupations	
Forklift Operator	12.65
Fuel Distribution System Operator	12.13
Material Coordinator	13.17
Material Expediter	13.17
Material Handling Laborer	12.14
Order Filler	10.46
Production Line Worker (Food Processing)	10.03
Shipping Packer	11.20
Shipping/Receiving Clerk	10.77
Stock Clerk (Shelf Stocker; Store Worker II)	11.01
Store Worker I	8.74
Tools and Parts Attendant	12.61
Warehouse Specialist	11.54

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.84
Aircraft Mechanic Helper	13.38
Aircraft Quality Control Inspector	19.61
Aircraft Servicer	15.17
Aircraft Worker	16.12
Appliance Mechanic	15.82
Bicycle Repairer	10.66
Cable Splicer	19.55
Carpenter, Maintenance	17.40
Carpet Layer	14.01
Electrician, Maintenance	19.55
Electronics Technician, Maintenance I	12.34
Electronics Technician, Maintenance II	16.72
Electronics Technician, Maintenance III	18.84
Fabric Worker	12.58
Fire Alarm System Mechanic	17.00
Fire Extinguisher Repairer	12.12
Fuel Distribution System Mechanic	17.00
General Maintenance Worker	13.99
Heating, Refrigeration and Air Conditioning Mechanic	17.43
Heavy Equipment Mechanic	18.12
Heavy Equipment Operator	17.80
Instrument Mechanic	18.83
Laborer	11.26
Locksmith	15.14
Machinery Maintenance Mechanic	19.59
Machinist, Maintenance	15.45
Maintenance Trades Helper	11.90
Millwright	17.00
Office Appliance Repairer	17.40
Painter, Aircraft	15.14
Painter, Maintenance	15.82
Pipefitter, Maintenance	19.22
Plumber, Maintenance	17.40
Pneudraulic Systems Mechanic	17.00
Rigger	15.14
Scale Mechanic	14.01
Sheet-Metal Worker, Maintenance	16.26
Small Engine Mechanic	13.47
Telecommunication Mechanic I	19.01
Telecommunication Mechanic II	19.86
Telephone Lineman	18.83
Welder, Combination, Maintenance	15.45
Well Driller	15.45
Woodcraft Worker	17.00
Woodworker	12.13

Miscellaneous Occupations

Animal Caretaker	7.37
Carnival Equipment Operator	11.53
Carnival Equipment Repairer	12.34
Carnival Worker	9.14
Cashier	9.70
Desk Clerk	10.82
Embalmer	19.02
Lifeguard	10.00
Mortician	19.13
Park Attendant (Aide)	12.55
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.47
Recreation Specialist	13.03
Recycling Worker	10.03
Sales Clerk	9.35
School Crossing Guard (Crosswalk Attendant)	10.26
Sport Official	9.21
Survey Party Chief (Chief of Party)	13.51
Surveying Aide	8.86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.28
Swimming Pool Operator	10.53
Vending Machine Attendant	7.48
Vending Machine Repairer	9.79
Vending Machine Repairer Helper	8.09

Personal Needs Occupations

Child Care Attendant	10.65
Child Care Center Clerk	13.28
Chore Aid	9.10
Homemaker	16.18

Plant and System Operation Occupations

Boiler Tender	18.67
Sewage Plant Operator	16.61
Stationary Engineer	19.55
Ventilation Equipment Tender	11.63
Water Treatment Plant Operator	17.40

Protective Service Occupations

Alarm Monitor	11.54
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	8.00
Guard II	11.54
Police Officer	25.48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	12.13
Hatch Tender	12.13
Line Handler	12.13
Stevedore I	11.16
Stevedore II	12.58

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	10.22
Archeological Technician II	11.50
Archeological Technician III	14.20
Cartographic Technician	16.08
Civil Engineering Technician	16.34
Computer Based Training (CBT) Specialist/ Instructor	20.12
Drafter I	8.49
Drafter II	10.44
Drafter III	13.01
Drafter IV	14.20
Engineering Technician I	9.77
Engineering Technician II	12.00
Engineering Technician III	14.96
Engineering Technician IV	16.34
Engineering Technician V	18.38
Engineering Technician VI	22.24
Environmental Technician	16.32
Flight Simulator/Instructor (Pilot)	24.12
Graphic Artist	17.18
Instructor	19.91
Laboratory Technician	12.77
Mathematical Technician	14.20
Paralegal/Legal Assistant I	9.89
Paralegal/Legal Assistant II	11.68
Paralegal/Legal Assistant III	14.33
Paralegal/Legal Assistant IV	17.45
Photooptics Technician	15.30
Technical Writer	22.24
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	13.34
Weather Observer, Senior (3)	13.98
Weather Observer, Upper Air (3)	13.34

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.83
Parking and Lot Attendant	7.70
Shuttle Bus Driver	13.06
Taxi Driver	11.78
Truckdriver, Heavy Truck	14.15
Truckdriver, Light Truck	13.06
Truckdriver, Medium Truck	13.89
Truckdriver, Tractor-Trailer	16.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2381
Revision No.: 24
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben,
Wayne, Yates

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.58
Accounting Clerk II	11.56
Accounting Clerk III	14.03
Accounting Clerk IV	17.56
Court Reporter	14.87
Dispatcher, Motor Vehicle	14.31
Document Preparation Clerk	13.15
Duplicating Machine Operator	13.96
Film/Tape Librarian	12.36
General Clerk I	11.62
General Clerk II	13.05
General Clerk III	13.38
General Clerk IV	15.11
Housing Referral Assistant	17.72
Key Entry Operator I	10.93
Key Entry Operator II	12.34
Messenger (Courier)	11.27
Order Clerk I	9.99
Order Clerk II	16.05
Personnel Assistant (Employment) I	12.17
Personnel Assistant (Employment) II	14.22
Personnel Assistant (Employment) III	16.17
Personnel Assistant (Employment) IV	18.02
Production Control Clerk	17.30
Rental Clerk	11.24
Scheduler, Maintenance	12.89
Secretary I	12.89
Secretary II	14.87
Secretary III	17.72
Secretary IV	19.60
Secretary V	22.61
Service Order Dispatcher	11.90

Stenographer I	12.21
Stenographer II	14.64
Supply Technician	19.60
Survey Worker (Interviewer)	13.84
Switchboard Operator-Receptionist	10.40
Test Examiner	14.87
Test Proctor	14.87
Travel Clerk I	10.46
Travel Clerk II	11.06
Travel Clerk III	11.67
Word Processor I	11.85
Word Processor II	12.91
Word Processor III	14.45

Automatic Data Processing Occupations

Computer Data Librarian	12.01
Computer Operator I	12.66
Computer Operator II	14.45
Computer Operator III	16.69
Computer Operator IV	20.53
Computer Operator V	22.51
Computer Programmer I (1)	16.41
Computer Programmer II (1)	20.33
Computer Programmer III (1)	23.11
Computer Programmer IV (1)	26.58
Computer Systems Analyst I (1)	23.84
Computer Systems Analyst II (1)	25.82
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.66

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.71
Automotive Glass Installer	17.10
Automotive Worker	17.10
Electrician, Automotive	17.88
Mobile Equipment Servicer	15.49
Motor Equipment Metal Mechanic	18.71
Motor Equipment Metal Worker	17.10
Motor Vehicle Mechanic	18.71
Motor Vehicle Mechanic Helper	14.63
Motor Vehicle Upholstery Worker	16.28
Motor Vehicle Wrecker	17.10
Painter, Automotive	17.88
Radiator Repair Specialist	17.10
Tire Repairer	14.97
Transmission Repair Specialist	18.71

Food Preparation and Service Occupations

Baker	13.25
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Cook I	11.39
Cook II	13.25
Dishwasher	9.59
Food Service Worker	9.59
Meat Cutter	13.25
Waiter/Waitress	10.18

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.88
Furniture Handler	12.94
Furniture Refinisher	17.88
Furniture Refinisher Helper	14.63
Furniture Repairer, Minor	16.28
Upholsterer	17.88

General Services and Support Occupations

Cleaner, Vehicles	9.59
Elevator Operator	9.60
Gardener	12.04
House Keeping Aid I	8.99
House Keeping Aid II	9.60
Janitor	9.60
Laborer, Grounds Maintenance	10.18
Maid or Houseman	8.99
Pest Controller	12.63
Refuse Collector	9.59
Tractor Operator	11.62
Window Cleaner	10.19

Health Occupations

Dental Assistant	12.98
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.56
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	11.86
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.67
Nursing Assistant II	9.74
Nursing Assistant III	10.63
Nursing Assistant IV	11.93
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37

Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

Information and Arts Occupations

Audiovisual Librarian	20.01
Exhibits Specialist I	17.94
Exhibits Specialist II	22.08
Exhibits Specialist III	24.12
Illustrator I	17.94
Illustrator II	22.08
Illustrator III	24.12
Librarian	24.10
Library Technician	15.07
Photographer I	13.12
Photographer II	15.86
Photographer III	19.52
Photographer IV	21.32
Photographer V	22.85

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.35
Counter Attendant	7.35
Dry Cleaner	8.13
Finisher, Flatwork, Machine	7.35
Presser, Hand	7.35
Presser, Machine, Drycleaning	7.35
Presser, Machine, Shirts	7.35
Presser, Machine, Wearing Apparel, Laundry	7.35
Sewing Machine Operator	9.02
Tailor	9.91
Washer, Machine	7.10

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	12.88
Tool and Die Maker	22.18

Material Handling and Packing Occupations

Forklift Operator	15.20
Fuel Distribution System Operator	17.04
Material Coordinator	19.75
Material Expediter	19.75
Material Handling Laborer	11.30
Order Filler	12.09
Production Line Worker (Food Processing)	15.53
Shipping Packer	10.39
Shipping/Receiving Clerk	10.56
Stock Clerk (Shelf Stocker; Store Worker II)	12.71
Store Worker I	10.13
Tools and Parts Attendant	15.53

Warehouse Specialist	15.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.39
Aircraft Mechanic Helper	14.73
Aircraft Quality Control Inspector	22.08
Aircraft Servicer	16.59
Aircraft Worker	17.52
Appliance Mechanic	17.88
Bicycle Repairer	14.97
Cable Splicer	23.67
Carpenter, Maintenance	17.88
Carpet Layer	17.10
Electrician, Maintenance	22.82
Electronics Technician, Maintenance I	20.74
Electronics Technician, Maintenance II	21.67
Electronics Technician, Maintenance III	22.66
Fabric Worker	16.28
Fire Alarm System Mechanic	19.39
Fire Extinguisher Repairer	15.66
Fuel Distribution System Mechanic	20.58
General Maintenance Worker	17.10
Heating, Refrigeration and Air Conditioning Mechanic	18.71
Heavy Equipment Mechanic	18.71
Heavy Equipment Operator	18.06
Instrument Mechanic	19.39
Laborer	11.54
Locksmith	17.88
Machinery Maintenance Mechanic	18.71
Machinist, Maintenance	18.94
Maintenance Trades Helper	14.63
Millwright	19.39
Office Appliance Repairer	18.45
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	23.53
Plumber, Maintenance	19.31
Pneudraulic Systems Mechanic	19.39
Rigger	19.39
Scale Mechanic	17.52
Sheet-Metal Worker, Maintenance	18.71
Small Engine Mechanic	17.10
Telecommunication Mechanic I	21.66
Telecommunication Mechanic II	22.58
Telephone Lineman	21.52
Welder, Combination, Maintenance	18.71
Well Driller	19.39
Woodcraft Worker	19.39
Woodworker	15.49

Miscellaneous Occupations

Animal Caretaker	10.80
Carnival Equipment Operator	11.62
Carnival Equipment Repairer	12.04
Carnival Worker	9.59
Cashier	8.19
Desk Clerk	10.03
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.10
Recreation Specialist	13.91
Recycling Worker	12.53
Sales Clerk	8.94
School Crossing Guard (Crosswalk Attendant)	9.59
Sport Official	9.42
Survey Party Chief (Chief of Party)	21.46
Surveying Aide	13.44
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.45
Swimming Pool Operator	13.25
Vending Machine Attendant	10.23
Vending Machine Repairer	13.09
Vending Machine Repairer Helper	10.23

Personal Needs Occupations

Child Care Attendant	10.03
Child Care Center Clerk	12.51
Chore Aid	8.99
Homemaker	13.91

Plant and System Operation Occupations

Boiler Tender	20.21
Sewage Plant Operator	17.81
Stationary Engineer	20.21
Ventilation Equipment Tender	14.73
Water Treatment Plant Operator	17.28

Protective Service Occupations

Alarm Monitor	14.62
Corrections Officer	18.49
Court Security Officer	18.83
Detention Officer	18.49
Firefighter	17.69
Guard I	13.30
Guard II	17.01
Police Officer	20.68

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18.16
Hatch Tender	18.16
Line Handler	18.16
Stevedore I	17.23
Stevedore II	18.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	17.48
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Archeological Technician III	24.29
Cartographic Technician	24.79
Civil Engineering Technician	20.48
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Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	18.81
Weather Observer, Senior (3)	20.89
Weather Observer, Upper Air (3)	18.81

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.50
Parking and Lot Attendant	8.63
Shuttle Bus Driver	12.18
Taxi Driver	10.45
Truckdriver, Heavy Truck	17.46
Truckdriver, Light Truck	12.18
Truckdriver, Medium Truck	17.05
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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2383
Revision No.: 18
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.43
Accounting Clerk II	11.21
Accounting Clerk III	13.98
Accounting Clerk IV	17.66
Court Reporter	12.09
Dispatcher, Motor Vehicle	12.90
Document Preparation Clerk	9.43
Duplicating Machine Operator	10.37
Film/Tape Librarian	9.00
General Clerk I	7.70
General Clerk II	8.67
General Clerk III	10.04
General Clerk IV	12.31
Housing Referral Assistant	13.59
Key Entry Operator I	9.43
Key Entry Operator II	12.71
Messenger (Courier)	7.95
Order Clerk I	9.89
Order Clerk II	12.90
Personnel Assistant (Employment) I	9.11
Personnel Assistant (Employment) II	10.22
Personnel Assistant (Employment) III	11.32
Personnel Assistant (Employment) IV	12.72
Production Control Clerk	14.84
Rental Clerk	8.18
Scheduler, Maintenance	9.09
Secretary I	9.09
Secretary II	12.21
Secretary III	13.59
Secretary IV	16.69
Secretary V	20.90
Service Order Dispatcher	9.41

Stenographer I	7.78
Stenographer II	9.26
Supply Technician	16.69
Survey Worker (Interviewer)	12.10
Switchboard Operator-Receptionist	9.03
Test Examiner	12.21
Test Proctor	12.21
Travel Clerk I	9.70
Travel Clerk II	10.34
Travel Clerk III	10.99
Word Processor I	10.19
Word Processor II	11.46
Word Processor III	12.82

Automatic Data Processing Occupations

Computer Data Librarian	9.99
Computer Operator I	11.50
Computer Operator II	12.86
Computer Operator III	16.20
Computer Operator IV	21.74
Computer Operator V	24.08
Computer Programmer I (1)	15.15
Computer Programmer II (1)	19.87
Computer Programmer III (1)	22.61
Computer Programmer IV (1)	26.38
Computer Systems Analyst I (1)	19.70
Computer Systems Analyst II (1)	25.50
Computer Systems Analyst III (1)	30.13
Peripheral Equipment Operator	11.50

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.24
Automotive Glass Installer	16.03
Automotive Worker	16.03
Electrician, Automotive	16.58
Mobile Equipment Servicer	14.84
Motor Equipment Metal Mechanic	17.24
Motor Equipment Metal Worker	16.03
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	14.21
Motor Vehicle Upholstery Worker	15.41
Motor Vehicle Wrecker	16.03
Painter, Automotive	16.58
Radiator Repair Specialist	16.03
Tire Repairer	14.34
Transmission Repair Specialist	17.24

Food Preparation and Service Occupations

Baker	10.96
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Cook I	10.27
Cook II	11.53
Dishwasher	8.10
Food Service Worker	8.10
Meat Cutter	12.43
Waiter/Waitress	8.81
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.62
Furniture Handler	12.56
Furniture Refinisher	16.62
Furniture Refinisher Helper	14.21
Furniture Repairer, Minor	15.41
Upholsterer	18.28
General Services and Support Occupations	
Cleaner, Vehicles	8.10
Elevator Operator	9.03
Gardener	11.25
House Keeping Aid I	7.88
House Keeping Aid II	9.05
Janitor	9.03
Laborer, Grounds Maintenance	9.66
Maid or Houseman	7.88
Pest Controller	12.49
Refuse Collector	9.32
Tractor Operator	10.90
Window Cleaner	9.82
Health Occupations	
Dental Assistant	11.16
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.22
Licensed Practical Nurse I	10.12
Licensed Practical Nurse II	11.36
Licensed Practical Nurse III	12.70
Medical Assistant	10.06
Medical Laboratory Technician	11.24
Medical Record Clerk	11.04
Medical Record Technician	13.54
Nursing Assistant I	7.78
Nursing Assistant II	8.75
Nursing Assistant III	9.55
Nursing Assistant IV	10.72
Pharmacy Technician	12.19
Phlebotomist	10.83
Registered Nurse I	15.32
Registered Nurse II	18.75
Registered Nurse II, Specialist	18.75
Registered Nurse III	22.69

Registered Nurse III, Anesthetist	22.69
Registered Nurse IV	27.17

Information and Arts Occupations

Audiovisual Librarian	16.58
Exhibits Specialist I	17.16
Exhibits Specialist II	20.09
Exhibits Specialist III	24.02
Illustrator I	15.59
Illustrator II	18.25
Illustrator III	21.82
Librarian	20.41
Library Technician	10.99
Photographer I	10.95
Photographer II	14.27
Photographer III	16.71
Photographer IV	19.99
Photographer V	23.21

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.57
Counter Attendant	7.05
Dry Cleaner	7.80
Finisher, Flatwork, Machine	7.57
Presser, Hand	7.57
Presser, Machine, Drycleaning	7.57
Presser, Machine, Shirts	7.57
Presser, Machine, Wearing Apparel, Laundry	7.57
Sewing Machine Operator	8.92
Tailor	10.36
Washer, Machine	7.55

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.62
Tool and Die Maker	17.18

Material Handling and Packing Occupations

Forklift Operator	12.67
Fuel Distribution System Operator	15.12
Material Coordinator	16.32
Material Expediter	16.32
Material Handling Laborer	13.66
Order Filler	9.44
Production Line Worker (Food Processing)	12.76
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker; Store Worker II)	14.06
Store Worker I	10.45
Tools and Parts Attendant	14.12

Warehouse Specialist

12.76

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.96
Aircraft Mechanic Helper	14.30
Aircraft Quality Control Inspector	18.17
Aircraft Servicer	15.71
Aircraft Worker	16.32
Appliance Mechanic	16.58
Bicycle Repairer	14.34
Cable Splicer	18.96
Carpenter, Maintenance	16.58
Carpet Layer	16.32
Electrician, Maintenance	17.96
Electronics Technician, Maintenance I	21.30
Electronics Technician, Maintenance II	22.91
Electronics Technician, Maintenance III	23.97
Fabric Worker	15.71
Fire Alarm System Mechanic	17.56
Fire Extinguisher Repairer	15.11
Fuel Distribution System Mechanic	17.56
General Maintenance Worker	16.03
Heating, Refrigeration and Air Conditioning Mechanic	17.24
Heavy Equipment Mechanic	17.24
Heavy Equipment Operator	18.99
Instrument Mechanic	18.96
Laborer	8.97
Locksmith	16.62
Machinery Maintenance Mechanic	17.01
Machinist, Maintenance	15.62
Maintenance Trades Helper	14.21
Millwright	18.61
Office Appliance Repairer	16.94
Painter, Aircraft	16.62
Painter, Maintenance	16.62
Pipefitter, Maintenance	25.06
Plumber, Maintenance	19.11
Pneudraulic Systems Mechanic	17.56
Rigger	17.56
Scale Mechanic	16.32
Sheet-Metal Worker, Maintenance	17.24
Small Engine Mechanic	16.03
Telecommunication Mechanic I	20.72
Telecommunication Mechanic II	21.45
Telephone Lineman	18.84
Welder, Combination, Maintenance	17.24
Well Driller	17.24
Woodcraft Worker	17.56
Woodworker	14.84

Miscellaneous Occupations

Animal Caretaker	9.53
Carnival Equipment Operator	9.96
Carnival Equipment Repairer	10.27
Carnival Worker	8.10
Cashier	6.65
Desk Clerk	8.26
Embalmer	17.93
Lifeguard	8.91
Mortician	17.93
Park Attendant (Aide)	11.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.05
Recreation Specialist	10.94
Recycling Worker	12.53
Sales Clerk	8.30
School Crossing Guard (Crosswalk Attendant)	8.10
Sport Official	7.74
Survey Party Chief (Chief of Party)	12.99
Surveying Aide	8.15
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.17
Swimming Pool Operator	11.70
Vending Machine Attendant	10.57
Vending Machine Repairer	11.70
Vending Machine Repairer Helper	10.57

Personal Needs Occupations

Child Care Attendant	7.91
Child Care Center Clerk	9.94
Chore Aid	7.88
Homemaker	10.94

Plant and System Operation Occupations

Boiler Tender	18.33
Sewage Plant Operator	16.85
Stationary Engineer	18.33
Ventilation Equipment Tender	16.11
Water Treatment Plant Operator	16.62

Protective Service Occupations

Alarm Monitor	13.92
Corrections Officer	18.94
Court Security Officer	19.47
Detention Officer	18.94
Firefighter	19.25
Guard I	11.19
Guard II	15.09
Police Officer	13.74

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.57
Hatch Tender	15.57
Line Handler	15.57
Stevedore I	13.61
Stevedore II	16.15

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.58
Archeological Technician II	16.29
Archeological Technician III	20.19
Cartographic Technician	21.74
Civil Engineering Technician	18.35
Computer Based Training (CBT) Specialist/ Instructor	23.71
Drafter I	13.84
Drafter II	15.63
Drafter III	19.13
Drafter IV	23.74
Engineering Technician I	11.76
Engineering Technician II	13.20
Engineering Technician III	17.13
Engineering Technician IV	19.88
Engineering Technician V	23.27
Engineering Technician VI	28.26
Environmental Technician	17.88
Flight Simulator/Instructor (Pilot)	24.98
Graphic Artist	17.54
Instructor	17.88
Laboratory Technician	13.65
Mathematical Technician	19.33
Paralegal/Legal Assistant I	13.10
Paralegal/Legal Assistant II	17.06
Paralegal/Legal Assistant III	20.87
Paralegal/Legal Assistant IV	25.25
Photooptics Technician	18.43
Technical Writer	21.25
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.65
Weather Observer, Senior (3)	16.27
Weather Observer, Upper Air (3)	14.65

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.72
Parking and Lot Attendant	7.74
Shuttle Bus Driver	10.93
Taxi Driver	9.30
Truckdriver, Heavy Truck	15.75
Truckdriver, Light Truck	10.65
Truckdriver, Medium Truck	15.91
Truckdriver, Tractor-Trailer	15.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.